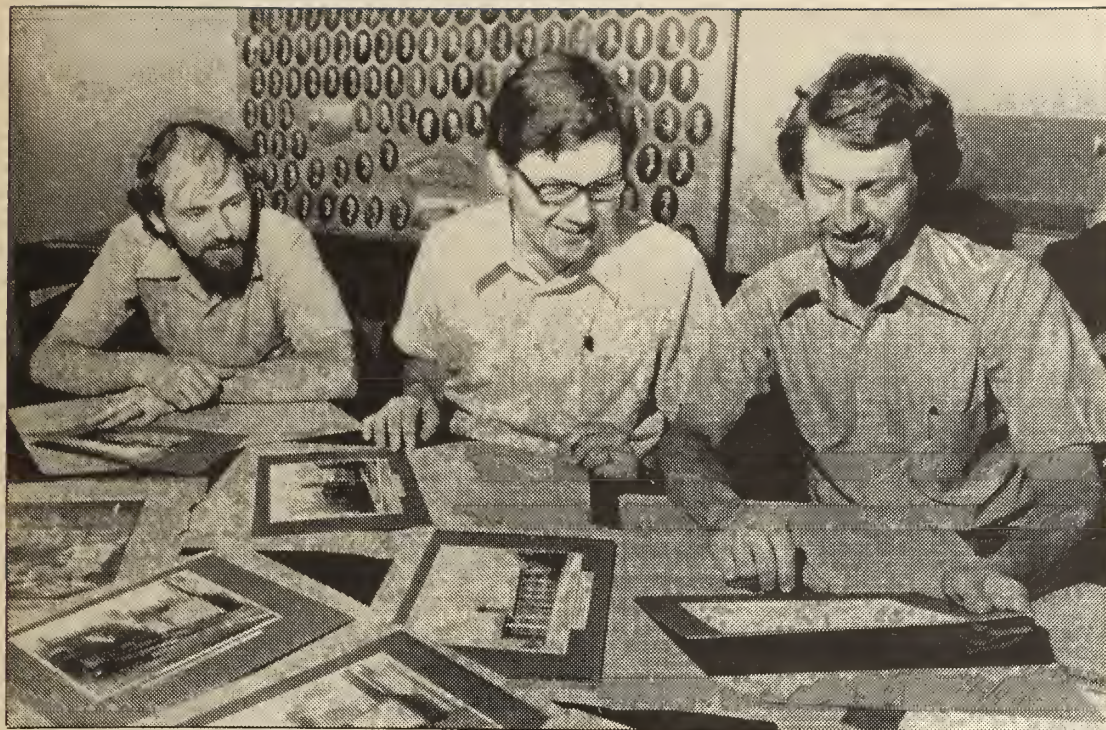


# Bulletin

University of Toronto

Friday, July 22, 1977

No. 1 31st Year



GRADUATE STUDENTS (from left) Tom Fogg, Philip Enros, and John Wojtowicz are assembling material for an exhibit on the history of science and engineering education at the University to be mounted in the Robarts Library, Oct. 3 — Nov. 27.

## Opinions invited on status of librarians

The President has appointed a Working Group on the Status of Librarians to recommend policies for librarians relating to appointment procedures, appointment of administrators in the library, criteria for promotions, dismissal, leaves, and the development of a rank and salary structure. The working group is to report before October 31.

The working group asks that anyone who wishes to submit to it

opinions on the above matters should do so as soon as possible, in a written communication to the chairman or to any of its members.

The composition of the working group is as follows:

Prof. Roger M. Savory, Department of Middle East & Islamic Studies, chairman; Liz Avison, Media Centre, 121 St. George St.; Marietta Chadwick, Science and Medicine Library; Jane Cooper, Circulation Department, Robarts

Library; David Esplin, associate chief librarian, Robarts Library; Gail Moore, Book Selection Department, Robarts Library; Prof. Peter Silcox, principal, Woodsworth College; Prof. David Smith, chairman, Department of French, 7 King's College Circle; Donald Smith, Office of the Chief Librarian, Robarts Library; Dean H.W. Smith, School of Graduate Studies; and Harriett Velazquez, Reference Department, Robarts Library.

## Exhibit will celebrate the teaching of science

Graduate students at the Institute for the History and Philosophy of Science and Technology are hard at work this summer on a Sesquicentennial exhibit which will depict the history of science and engineering education at the University of Toronto. The exhibit will be on display in the Robarts Library from October 3 to November 27.

The students, who have volunteered their labour on the project, began work this past spring. Much of their time has been spent in the University Archives, but many departments have photographs, illustrations, and scientific equipment which they are lending for the exhibition. The Zoology Department, for example, is contributing a series of biological illustrations that Ramsay Wright bought around 1875 for teaching purposes, while the Physics Department is lending nineteenth century apparatus that James Loudon purchased abroad to outfit the University's new "Physical Laboratory." Other departments, and individuals as well, are also lending material for the exhibition. But there is still a need for photographs of laboratory interiors and personalities connected with science, for student

lecture notes, workbooks, texts, teaching apparatus, and memorabilia connected with science and engineering in the University. The students hope that anyone with these sorts of materials will contact the Institute.

Some exhibits will deal with general themes, such as the early science in King's College, or the various undergraduate scientific and engineering societies that have existed over the years. Other exhibits will deal more with the personalities within a given department. For instance, there is a remarkable series of student-teacher relationships in the Physics Department — beginning with Professor Cherriman who taught Professor Loudon, who taught Professor McLennan, who taught Professor Welsh — that will form an exhibit. Other displays will deal with chemistry, geology, zoology and botany.

The recent fire in Sandford Fleming destroyed some of the material that would have been used for the exhibit on engineering education. But the graduate students working on that display have the benefit of Prof. L.E. Jones' active co-operation and they hope that individuals who learn of the display may lend material for it.

## Scarborough library now Update project

Users of Scarborough College's library facilities may soon be heaving sighs of relief, as University officials believe that funding is at last on the horizon.

The Scarborough College lib-

rary has now become an Update project — total costs are estimated at \$4,500,000 of which Update will raise \$1½ million providing the other \$3 million can be found elsewhere.

## Salary discrepancies between males, females being rectified

The final report of the male/female salary anomaly project for administrative staff has now been completed and is printed below.

This project was undertaken to determine whether salary discrepancies exist among male and female administrative staff who are classified at the same occupation level and whether such discrepancies are the result of sex discrimination. In addition, included in this project was the opportunity for individuals to submit documented cases of apparent discrepancies. These cases were reviewed on an individual and confidential basis and findings were communicated to the staff members concerned.

The project included a review of all administrative occupation groups to locate groups in which the average salaries for women were significantly less than for men. A committee made up of representatives from the Personnel Department and the University of Toronto Staff Association found disparities in the following occupation groups that warranted a more detailed review:

- Administrative Assistant 2 and 3 (formerly called AA 1 and AA 2)
- Editor 2 and 4
- Computer Operator 1 and 2
- Laboratory Technician 3 and 4
- Clerk 1
- Laboratory Assistant 1 and 2

Individual departments were asked to supply detailed information for all staff within the affected occupation groups including: current 1976-77 salary, qualifications, years of relevant work experience prior to employment at the University, years of experience at the University and years of employment at the current classification level. The summary of this information was published in the *Bulletin*, Nov. 19, 1976.

Analysis of this detailed information was undertaken by a review committee, limited to Vice-Provost Robin

Ross, R.F. Brown, director of the Personnel Department; Gwen Russell, representative of UTSA; and Carole Farr, manager of Salary Administration. The main criteria used to determine whether salary discrepancies were the result of sex discrimination were:

- (1) years of experience in the current classification level, and
- (2) years of experience within the University.

Education level and years' related work experience outside the University were considered as less important factors. When major difficulties arose in evaluating the data, further analysis was undertaken on a case-by-case basis. After extensive discussion, the committee concluded that for the following occupation groups the differentials between the male and female salaries were accounted for by differences in years of experience. Accordingly, no salary adjustments are proposed for the following groups:

- Administrative Assistant 2 (Salary Group O3B, formerly called AA 1)
- Clerk 1
- Computer Operator 2
- Editor 2
- Lab Assistant 1 and 2
- Lab Technician 3 (grant supported staff only)

(The Computer Operator 1 occupation group was excluded from the review, as the updated salary information indicated that the average female salary was higher than the average male salary.)

In the following occupation groups the salary discrepancies were **not** explained by the criteria established:

- Administrative Assistant 3 (Salary Group O5B, formerly called AA 2)
- Lab Technician 3 (budget paid staff only)

- Lab Technician 4 (budget and grant supported staff)

Review of the Editor 4 is continuing under the direction of the University's equal opportunity officer. The salary discrepancies found in the remaining three occupation groups will be rectified through the provision of special funds which will be awarded to female staff members in the affected occupation groups, effective Aug. 1. The adjustments awarded will be based on female staff members' salaries in 1976-77, even though the adjustment does not take effect until August, because the differentials to be corrected by the awards were not found in 1976-77 salaries. The awarding of a merit increase in July should not have any effect on these anomaly adjustments.

The committee studied several models for the appropriate distribution of the funds and has chosen a method designed to correct the occupational salary differentials by adjusting individual female salaries by amounts that will produce similar distribution through the range to that already established for male salaries. The resulting average female salary for an affected occupation group will be in line with the average male salary for the occupation. The anomaly adjustment grid (page 6) will be used to determine individual adjustments.

A communication is forthcoming to all University divisions to outline in detail the method of implementing the salary increases to female staff.

The final stage of this project will be a review of the three occupation groups to ensure that the anomaly funds provided have rectified the salary discrepancies found. The review committee continues to be prepared to investigate other discrepancies where individuals submit documented cases of alleged sex discrimination. All such cases would be reviewed on a confidential basis.

Robin Ross  
Vice-Provost



# FORUM

## Erindale technicians do not favour unionization, find CUPE News misleading

### To the Editor:

We would like to comment on the CUPE News recently delivered to us in the mail and entitled: "U of T Wages Fall Farther Behind".

The first paragraph in this letter is misleading when it states that the average salary increase at U of T was only 6.2 percent. It should have read that the *minimum* increase at U of T was 6.2 percent.

The second paragraph states: "The reference made in the recently announced budget to an over-all increase of 9.4 percent is inaccurate because of the method of distribution and the amount of money allocated for merit pay." We all received a letter from President Evans in which it is clearly stated that the average merit increase is 3.2 percent which amounts to an average over-all

increase of 9.4 percent. How, then, can this figure be inaccurate? CUPE News compares our increase with that of other universities in Ontario which average 7.24 percent. It would be interesting to know whether this figure compares with our *minimum* increase of 6.2 percent or our average increase of 9.4 percent.

We know of people who received a merit increase of more than 3.2 percent and we know of people who received less. CUPE News quotes Professor Chant as saying that "Department Chairmen do tend to make judgements between individual members of their staff." Of course they do. That is the whole purpose of the merit increase, it should be based on performance by the individual. In our opinion it would not be fair to give equal increases to indifferent and excellent workers. The pur-

pose of merit increases should be to reward performance. We are very fortunate at Erindale where the department head works closely with the immediate supervisors and academic staff in determining a technician's performance, and merit increases are calculated according to performance reviews which are discussed with each employee. However, we do agree with CUPE News that the midpoint of the salary scale should not be a factor in determining the merit increase, employees with many years of service certainly suffer from this policy.

In the last paragraph CUPE News states that "A lab technician's pay at U of T stops at \$995 a month." We don't know what this figure is based on, but we do know that at Erindale the majority of the technicians earn considerably more than this, and only a few

recently hired employees earn less.

Many of us have chosen to work within the academic community after having experienced the rigours of industry. Although being well paid for what you do is important, the conditions under which you work are at least equally important. During the last five years the University has made a sincere effort to put the salaries at par with industry and has improved our fringe benefits. We do not want our jobs classified to the last detail and we enjoy our conditions of freedom with responsibility. We have a good working relationship with our administrators and the academic staff, and we do not wish to become unionized. We would appreciate being taken off the CUPE mailing list.

This letter has been unanimous-

ly signed by the technicians at Erindale College, University of Toronto.

We, the undersigned, technicians at Erindale College, University of Toronto, support the enclosed letter re CUPE.

Vivian Sterne, Maija McAskie, William Orosz, Barbara Pieroni, Olya Davy, Gloria Cheng, Ivana Hanacek, Patricia Aroca, Fung Ly, Ray Pardiak, Evan Reid, Wolfgang Arnold, Les Alexander, Georgina Anderson, Mabel Riendeau, Nancy Thompson, Sylvia Keal, David Bezdek, Mui Chung Yin (Peter), Barbara Thompson, Roger Paiero, Gerald Griggs, Sophia Gubbins, Jim Luckett, Ann Culpeper, Elenor Thompson, Harry Vaughan, Kenneth Turner, Malkit Diocee, Andrew Little, Anil Vyas.

## W. Cruikshank one of our greatest yet least appreciated 19th century painters

### To the Editor:

With reference to the article in the May 20 issue of the *Bulletin*, "Errant U of T a favorite subject in 1870s newspaper", I would like to commend you for taking cognizance of the project of the University's Department of Fine Art to index — under the editorship of Professor W. McAllister Johnson — *The Canadian Illustrated News* engravings. This worthwhile undertaking deserves every support.

However, one remark in your article might perhaps be elucidated. The artist identified as "one W. Cruikshank" surely deserves a better notice.

William Cruikshank (1848-1922), the Scottish-born grand-nephew of the great English caricaturist and illustrator George Cruikshank, is rightly described by Dr. J. Russell Harper as "undoubtedly one of the greatest yet least appreciated nineteenth-century painters in Canada" (*Painting in Canada*, 1966, p. 227).

Other critics, such as Joan Murray, Barry Lord and Paul Duval, have also praised Cruikshank for his paintings and drawings.

A teacher for nearly 40 years at the Ontario College of Art and its earlier permutations, Cruikshank instructed in drawing many of Canada's best artists, including J. E.H. MacDonald, Edmund Morris, Franklin Carmichael, C.W. Jefferys, Jack W. Humphrey, and possibly Tom Thomson (who may have received private instruction from Cruikshank around 1905).

Cruikshank achieved a degree of fame as a portraitist — a portrait

by him of Principal Maurice Hutton hangs in the Croft Chapter House, and somewhere in the University there may yet be found a long-missing oil of Professor James Mavor.

His early reputation, however, was based on his work as a graphic artist. He credited himself with introducing the "broad" English style of pen draughtsmanship into North America through his informal classes at the National Academy of Design, New York. His sketch books, now in the Art Gallery of Ontario, certainly exerted a strong influence on the young artist-

illustrators of the Toronto of the 1870s '80s and '90s. Sketching in pen-and-ink from life, he contributed illustrations not only to the *Canadian Illustrated News* but to *Saturday Night* in its first years as well.

It is likely that the brilliant cartoonist Henri Julien did not so much provide "more polished depictions of the event (i.e. the *literary conversation*) in pen and ink" as engrave on wood Cruikshank's original drawings, which, as was Cruikshank's custom, were probably worked up from his pen-and-ink sketches

made on the spot. Julien, while a deft caricaturist, was to all appearances an indifferent engraver of other artists' work, and if anything, simplified rather than "polished" Cruikshank's invariably accomplished originals.

There are very few works by Cruikshank in private or public collections; much of his illustrative work was destroyed in the process of its being engraved for reproduction, and many of his paintings appear to have vanished without a trace, including canvases housed formerly in the Toronto City Hall, the Ontario Legislature, Casa Loma

and the Public Archives of Canada.

Any information about the whereabouts of drawings, paintings, correspondence or manuscript material by Cruikshank would be appreciated by the undersigned (who, incidentally, contributed a paper on the artist to the 18th American Library Association Rare Books and Manuscripts Preconference given in Toronto this June under the sponsorship of the U of T Library).

Robert H. Stacey  
Box 245, Station F  
Toronto, M4Y 2L5

## P. C. ad, dental plan criticized

### To the Editor:

There are two items which appeared in the *Bulletin* of June 17 about which I should like to comment. I heartily endorse the letter from John Marshall of the Faculty of Library Science. I too was quite horrified to see the full page advertisement for the Conservative party, with its implications of partisan politics, and hope that such an instance will not occur again.

I should also like to make a brief comment about the notice on the dental plan ballot results, since the majority of the faculty and librarians who responded were in favour, whilst the administrative staff were well below the quota required for it to be passed. There are hundreds of U of T employees who fall into the category of administrative staff simply because they are neither academic staff,

nor are they in a union, often because their positions are categorized as "confidential". However, their salaries are well below the vast majority of faculty and librarians, and always will be. It is hardly surprising, therefore, that these people should feel they are getting the very rough end of the stick when the proposed plan would cost them so much more than their higher paid "academic" colleagues, simply because there are many very highly paid administrators who pull the average up. It is such a ridiculous way to set up a plan, that I am truly surprised it was even considered. The fact that orthodontal work is not included is a handicap too, as so many people have to have this type of work performed. I trust that next time a more democratic method of setting up a plan will be used.

Janet Mortimer  
Roberts Library

## Professor Ahmad made F.R.S.C.

### To the Editor:

The Department of Middle East and Islamic Studies regrets that, due to oversight, the honour F.R.S.C. (Fellow of the Royal Society of Canada) received by Professor Aziz Ahmad in April 1976, was omitted after his name on the list of faculty members of the department in the University's undergraduate calendar for 1977-78.

L.M. Kenny  
Chairman  
Department of Middle East and Islamic Studies

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## Educational development funds

An application submitted recently to the Ontario Universities Program for Instructional Development was successful in obtaining \$65,000 for the University's Educational Development program. The advisory committee responsible for the administration of this program has recommended that the major part of this award be made available on application to individuals and groups in the University who wish to engage in studies and projects likely to enhance the quality of instruction.

Proposals for support for appropriate projects and studies, to be undertaken in the 1977-78 academic session, are now invited. To be eligible, proposals must satisfy the general criteria set by the Advisory Committee on Educational Development. Thus all proposals received will be assessed in the light of such factors as: the intended impact and scope of the project and the means used to evaluate it, the type and amount of resources required, the level of departmental and/or divisional support available.

All prospective applicants are invited to contact the Educational

Development office, 65 St. George Street, telephone 978-7009, not only for specific information about the funds available, the form of application necessary and the criteria to be applied, but also for general advice about the formulation of their proposal. Applications received by Aug. 31 will be considered at the committee's first meeting in September, subsequent applications will be reviewed at a later date.

The previous OUPID award, announced in the *Bulletin* last February, attracted over 50 applications, totalling \$140,000, for the \$35,000 available. Successful applicants are now engaged in summer projects of various kinds, including: travel to conferences and workshops on teaching, or to other centres involved in innovations in instruction; provision of services to faculty and students, e.g., learning skills programs, purchase of resource materials on university teaching; development of course materials, either by the employment on a summer stipend of a graduate assistant, or by the purchase of materials and services related to teaching programs.



UNIVERSITY  
of TORONTO

# Bulletin

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Advertising Representative: Frank Wilson, Alumni Media Services, 781-6957

Elizabeth Wilson: Director

Published by the Department of Information Services, 45 Willcocks Street, Toronto, Ontario M5S 1C7 Telephone 978-2102



# Job opportunities are there for nursing grads



WYWELLE CLEMENGER (l) and fellow U of T nursing graduate Anne Brockenshire discuss employment prospects in a crowded job market.

by Robbie Salter

Unemployment in the profession is contributing to enrolment drops in nursing programs in many parts of Canada. Still, at U of T, though applications to the Faculty of Nursing dropped by 34 percent last year, admissions and enrolment remain the same, and Dean Kathleen King is optimistic about existing job opportunities.

Many graduates are returning to one of the hospitals where they had clinical experience as students and where their ability was recognized and remembered, including 11 who have been invited to join the staff of the Hospital for Sick Children.

For others, the summer vacation and clinical elective periods provide opportunities to look at different

kinds of work within the profession. For example, as a result of having worked in the North during a period of independent study, Anne Robson, one of this year's graduates, will leave soon for a job in Sioux Lookout.

Few U of T grads have had to look for work outside of the province or the country, but Anne Brokenshire, whose summer jobs heightened her interest in geriatrics, is going to Arizona to complete a Master's degree in the specialty, because no such program is offered in Canada. She plans to return, "ready for the day when Canada will have developed its own gerontology centres."



ANNE ROBSON (l), in conversation here with her mother, Elizabeth Robson, is a 1977 nursing grad who has found employment in Sioux Lookout after working in the North during a period of independent study.

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### Correction — UTFA referendum

The Faculty Association referendum held June 16 resulted in 1,040 members voting in favour of the agreement — not 10,040 as reported in the *Bulletin* of June 17 — and 71 voting against it.

### New forensic service

Dr. Robert E. Turner of the Clarke Institute has been appointed professor of forensic psychiatry, and has also been named psychiatrist-in-charge and director of the new Metropolitan Toronto Forensic Service, located at the Queen Street Mental Health Centre.

The new service has been created to meet the needs of an increasing number of people appearing before the courts who are exceeding the capacity of existing psychiatric services. It will also reduce the length of time the

mentally ill person is detained in jail or a detention centre.

An assessment unit will determine whether those appearing in court have serious psychiatric problems, whether they are mentally fit to stand trial, and whether they are likely to become emotionally disturbed during trial. The assessment will help the judge to decide how to proceed most appropriately.

The Metropolitan Toronto Forensic Service is a pilot project which may eventually expand to serve other parts of the province.

### Clinical biochemistry head

On July 1, Dr. David Goldberg will assume the duties of chairman of clinical biochemistry. He succeeds Prof. Allan Gornall, who, after a study leave, has returned to the department.

It is almost two years since Dr. Goldberg came from the United Sheffield Hospitals, England, to his present position as biochemist-in-chief at the Hospital for Sick Children.

In the past, Dr. Goldberg studied the role of enzymes in oncology and gastroenterology. Today his interests encompass the interaction between liver enzymes and drugs, and environmental agents such as food additives and tobacco smoke.

He explains that the liver is able to increase its production of enzymes to metabolize and render drugs harmless, but side-effects occur because other enzymes may be switched on to cope with other compounds being simultaneously ingested. As an example, he says that "if a patient is given phenobarbital or dilantin, enzymes metabolizing vitamin D may be enhanced to the point where the patient may develop symptoms of vitamin D deficiency."

A similar interaction takes place when a patient taking a drug to prevent clotting is given a sedative.

"The sedative switches on enzymes for its own metabolism, but the metabolism, of the anti-coagulant is accelerated and the dose may become inadequate," he says.

Dr. Goldberg also intends to study the interaction of drugs and environmental agents with enzymes synthesizing neutral fat (triglyceride). "The role of cholesterol as a risk factor for myocardial infarction is emphasized in North America," he states, "but Scandinavian scientists have shown that triglyceride may be at least as important."

What changes does he hope to effect as chairman of clinical biochemistry? Dr. Goldberg would like to see medical students learn more about biochemistry so that "when they are practising doctors they will understand fully the role of each laboratory test and will use neither too many nor too few to establish a diagnosis." He would also like to see a closer integration among the teaching hospitals to avoid wasteful proliferation of services and duplication of scarce resources. Such a step, he says, would require help at the University and provincial government level, and would create a more academic environment within the hospital divisions of the department.



## Architecture's new director Is academican, architect

Professor Blanche Lemco van Ginkel has been named director of U of T's School of Architecture. She succeeds Prof. Jeffrey Stinson who will return to the school as a faculty member in July 1978, after his current study leave.

Prior to coming to U of T, Prof. van Ginkel taught city planning in McGill's Department of Urban Planning and at l'Institut d'Urbanisme, University of Montreal. In her 25 years as an academican, she has also taught at Harvard and the University of Pennsylvania.

Prof. van Ginkel's professional appointments have taken her to the United States, England, and France, as a partner in the Montreal firm of van Ginkel Associates. She is also a member of the advisory committee of Princeton's School of Architecture and a fellow of the Royal Architectural Institute of Canada.

The architect looks forward to assuming the duties of her new position, to coming to "a good university in a strong professional environment — both of which are vital to a school of architecture." She is pleased that the school currently enjoys enriching ties with other disciplines on campus such as engineering, environmental, and urban studies, but she believes it should develop its own strengths.

Prof. van Ginkel would like to see a new wave of architecture which would be more respectful of the urban scene, "that would reinstate the street as something beautiful in itself." She says, "The off-street and underground malls that we have developed, although exciting and important elements of the city, can only serve well if they are integrated into a good design for both the street and the system."

North America has had great streets according to van Ginkel — Fifth Avenue in New York and Sherbrooke Street in Montreal. Their space was good, she says, and the architecture, with its own design and harmony, was cohesive. "There were good buildings as well on each of these streets, but no one structure called out for attention. We need monuments because of man's inherent desire to contemplate great creations; however, in the total fabric of a city, buildings should not compete with each other, but should serve their users effectively."

Prof. van Ginkel has published numerous articles and received several distinctions and awards, including McGill and Harvard scholarships, the Lieutenant-Governor's Medal, the Massey Medal for Architecture, and two "Woman of the Year" citations.



BLANCHE LEMCO VAN GINKEL, newly appointed director of the School of Architecture.



## Social demography, occupations concern new Sociology head Lorna Marsden

Lorna Marsden, the newly appointed chairman of sociology, is enthusiastic: she belongs to a stimulating department, whose research, particularly in Canadian studies, she predicts, is about to "take off." Within the department, she feels that her role is to provide a firm bureaucratic base so that this can happen.

Undergraduate instruction is a high priority for the new chairman, who plans to strengthen first and second year courses. Prof. Marsden herself teaches

two courses: Social Demography, and Work and Occupations. This latter, a second year course, is taught in the evenings in connection with Woodsworth College so that teachers, nurses, civil servants, and a variety of people can contribute their own work experience to the discussion.

Although Prof. Marsden's research covers a wide array of topics, two areas predominate: population studies, and work and occupations. In the first, for

which she has done some studies for Manpower and Immigration, and Community and Social Development, her interest is not in technical demography, but in the social and political consequences of population shifts — the impact such movement has on the family and on government policy. In studying work she focuses on power shifts within occupational groups — her Ph.D. thesis dealt with this aspect of the medical profession.

Prof. Marsden's first book, *Population Probe: Canada*, Copp Clark, 1972, is a bridge between the data of professionals and the daily lives of individuals. Her second book, *Social Change in Canada*, McGraw-Hill, is an undergraduate text which she hopes to finish by early fall, although as might be expected, she is finding her topic cumbersome.

Prof. Marsden has been active on a number of University committees. As a member of Woodsworth College Council, she comments: "Woodsworth is one of the most exciting places on campus in being truly responsive to needs in the city and changes in society." Formerly chairperson of the Women's Studies Committee, Lorna Marsden helped co-ordinate and develop the women's studies program, the core course of which is now anchored at New College. She has also, with Prof. J.W. Salaff, taught the Department of Sociology's Workshop on Women in Canadian Society, a course difficult to teach, she concludes, because concise introductory literature is still lacking.

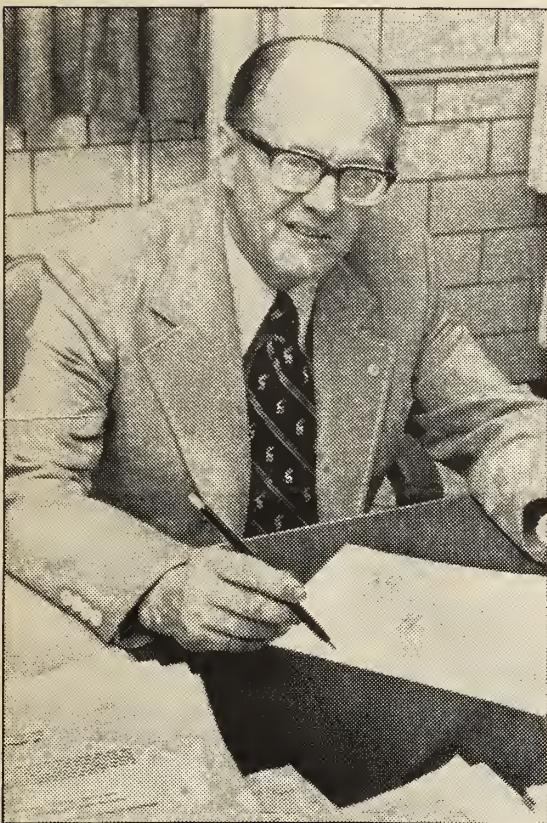
Last year she served as vice-president of UTFA and, although happy that the University and the Association have come to agreement, warns that faculty should be alert in times of cut-back. "The Faculty Association could do a lot more to bring the ponderous structure of the University into focus," she says.

Outside the University, Lorna Marsden is equally active: she is vice-president of the federal Liberal Party, and a past president of the National Action Committee on the Status of Women. The organization, which now has some five million members, has small groups meeting across the country working for women's rights in such areas as employment, abortion, rape sentences, marital property claims, and pension credits. While a great deal of legislation has actually been accomplished, women do not have anything even approaching equality, she says.

Professor Marsden, originally from Vancouver Island, came to Toronto for her final undergraduate year in 1967-68. After completing a Ph.D. at Princeton in 1972, she returned to Canada (she wouldn't live anywhere else, she says) and U of T's Department of Sociology where she has risen through the ranks of assistant and associate professor to the chairmanship. She is at present the only woman to be chairman of an Arts and Science department.



## Ronald Missen named new vice-provost



Professor Ronald Missen

Ronald Missen, professor of chemical engineering, has been appointed vice-provost for a three year term beginning Sept. 1.

After receiving an M.Sc. in chemical engineering from Queen's University in 1951, and a Ph.D. in physical chemistry from Cambridge in 1956, Prof. Missen joined U of T's Department of Chemical Engineering where he has worked ever since. For 1971-72, Prof. Missen served as president of UTFA, and for the past two years has been a faculty representative on Governing Council.

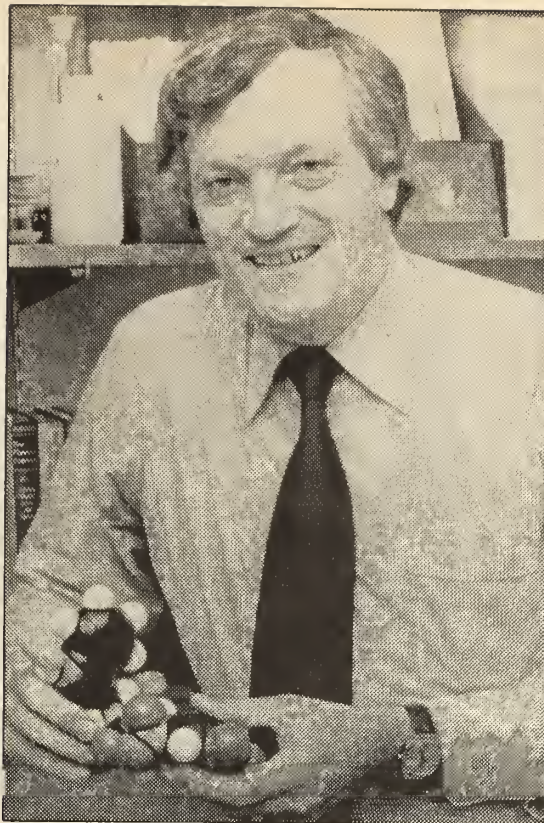
Prof. Missen teaches two graduate courses related to his research: Chemical Reactors and Applied Chemical Thermodynamics.

## Ronald Williams to be new Life Sciences chairman

On July 1, 1978, following a year of research leave, Ronald Williams, professor of biochemistry, will join Scarborough College to begin a five year term as chairman of the Life Sciences Group.

Prof. Williams, who received a Ph.D. from the University of Liverpool in 1951, and a D.Sc. in 1969, first came to U of T in 1952 on a Commonwealth travelling scholarship held in the Banting and Best Department of Medical Research. In 1956, he joined that department, transferring in 1961 to the Department of Biochemistry in the Faculty of Medicine, where he has been chairman since 1970.

Prof. Williams' research is in the area of bioenergetics at the subcellular level; he is also interested in the broader role of science in society, particularly the relationship between biochemistry and environmental concerns.



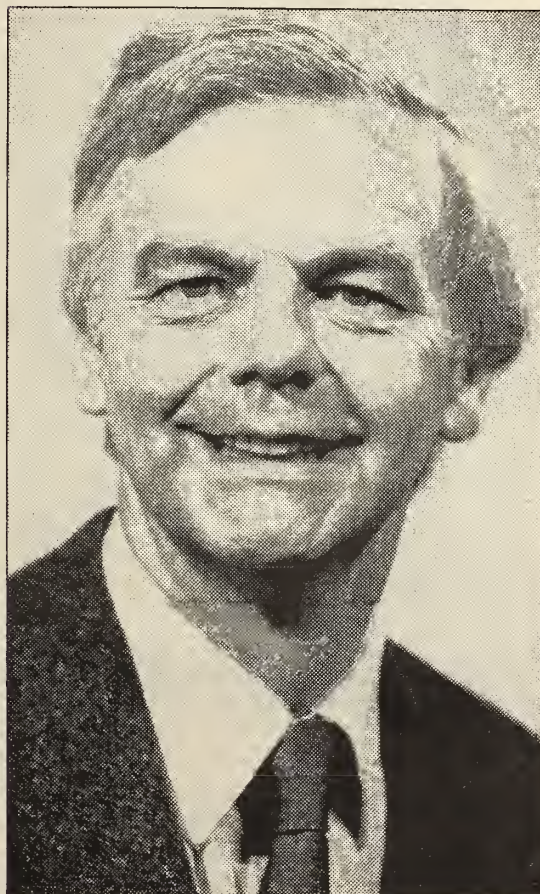
Professor Keith Dorrington

## New Biochemistry chairman

Keith Dorrington, who since 1976 has been Vice-Provost for Health Sciences, has been appointed chairman of the Department of Biochemistry, for a term of approximately five years commencing October 1.

Prof. Dorrington received his education from the University of Sheffield, where he received a B.Sc. in 1961, a Ph.D. in 1964, and a D.Sc. in 1976. Since 1970 he has been with U of T's Department of Biochemistry and Institute of Immunology, serving as graduate secretary for the latter from 1971 to 1975.

Dr. Dorrington and his research group are studying the relationship between the structure of antibody molecules and the different roles they fulfil in defending the body against foreign substances.



Professor John Dove

## Physical Science chairman

John Dove, professor of chemistry, has joined Scarborough College as chairman of the Physical Science Group for a five year term which began July 1.

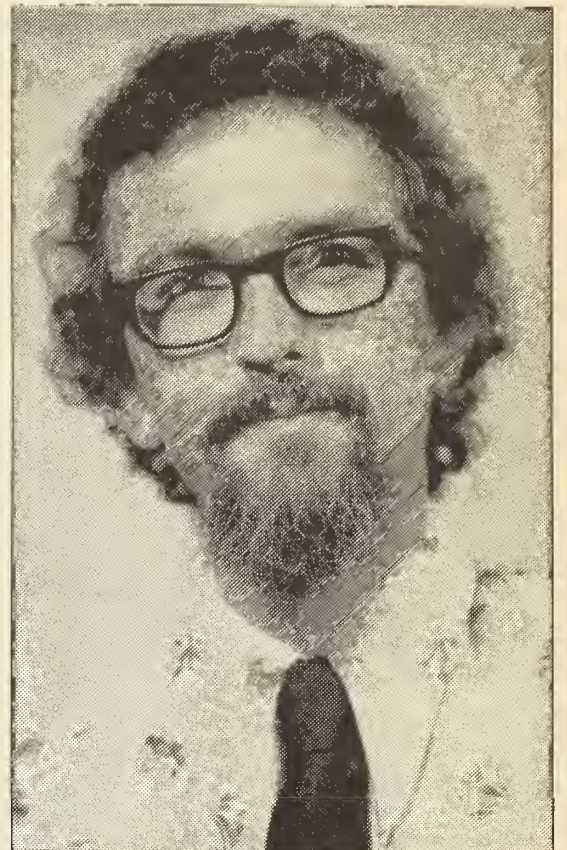
A graduate of Queen's College, Oxford, Prof. Dove came to U of T's Department of Chemistry in 1962. As a member of the Governing Council, he was chairman of the Academic Affairs Committee, 1973-75.

Prof. Dove, whose research is in the area of chemical reaction kinetics, recently returned from research leave in West Germany where he was Alexander von Humboldt Special Research Fellow and Visiting Professor in the Institute for Physical Chemistry of the University of Göttingen.

## Scarborough associate dean

John Warden, associate professor of classics at Scarborough College, has been appointed associate dean of the college for a three year term which began July 1.

After teaching for two years at the University of Ghana in Legon, Prof. Warden joined Scarborough College when it first moved to its present location in 1966. In addition to his work on numerous college committees, Prof. Warden, since 1975, has been associate chairman of the Division of Humanities.



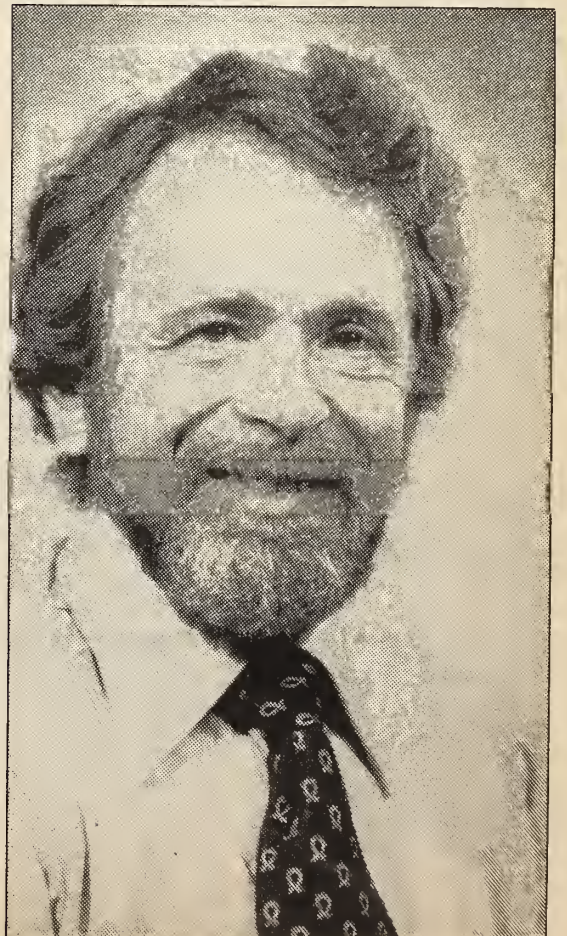
Professor John Warden

## Bert Forrin acting head Scarborough Life Sciences

Bert Forrin, professor of psychology at Scarborough College, has been appointed acting chairman of the Life Sciences Group for a one year term which began July 1.

Prof. Forrin received a B.A. from the University of Toronto, followed by an M.A. and Ph.D. in psychology from the University of Michigan. In 1964, he joined Scarborough College, and has for a number of years served as assistant to the chairman of Scarborough's Department of Psychology.

Prof. Forrin's research is in the area of human information processing.



Professor Bert Forrin



RESEARCH NEWS

**Research Featured in University Display**

A display prepared by Instructional Media Services, with consultation from the Office of Research Administration, features 16 U of T research projects from 13 departments and centres, representing a cross-section of the kinds of research conducted by University faculty members. The display may be seen at the following locations during the summer: Ontario Hydro, to July 29; The Bay, Aug. 10 — 20; Toronto Dominion Centre, Aug. 22 — Sept. 2.

**Application Deadlines**

New Ontario Heart Foundation application forms are now available in ORA for the Oct. 1 deadline. Those with old forms should exchange them as the new forms have several changes. For information, call 978-2163.

Connaught new staff applications will be accepted through Aug. 2. (The next deadline for research grant applications will be Jan. 16.) New staff applicants should consult the "Guidelines of Particular Interest to New Staff Applicants" or call 978-2874 for information.

Medical Research Council

grants program applications in all categories will be due in Ottawa, Sept. 1; ORA is now receiving them for the University. Call 978-2874 for information.

The Kidney Foundation will receive research applications from nephrologists, urologists, or transplantation surgeons, for a deadline of Sept. 15. Call 978-2163 for information and sample application form.

The National Endowment for the Humanities (U.S.) invites applications for 1978 summer stipends for full time research or study in the humanities from professionally qualified faculty members for a deadline of Oct. 17. Applicants must be nominated by a designated officer of the institution; application forms are available from NEH, 806 15th Street NW, Washington, D.C. 20506.

**ERDA Information Booklet**

ORA has received one copy of the booklet "Reference Information" from the Energy Research and Development Administration (U.S.). The booklet describes the variety of energy research and conservation programs which the agency sponsors. It is available for interested persons to read in the Office of Research Administration.

JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308; (6) W.C. Hooper, 978-8749.

**Examinations Assistant** (\$9,000 — 10,590 — 12,180)  
Faculty Office, Arts and Science (1)

**Dental Assistant** (\$9,000 — 10,590 — 12,180)  
Dentistry (4)

**Library Technician IV** (\$9,203 — 11,006)  
Robarts Library (5)

**Administrative Assistant I** (\$9,900 — 11,650 — 13,400)  
Mathematics (5), Library Automation Systems (3)

**Administrative Assistant II** (\$12,860 — 15,130 — 17,400)  
New College (2)

**Administrative Assistant III** (\$15,820 — 18,620 — 21,410)  
Library Science (5)

**Laboratory Technician II** (\$11,010 — 12,960 — 14,900)  
Radiological Research Labs (4), Pathology (4), Chemistry (4), Medical Genetics (2)

**Laboratory Technician III** (\$12,160 — 14,310 — 16,450)  
Clinical Biochemistry (4), Medicine (4)

**Dental Technician III** (\$12,160 — 14,310 — 16,450)  
Dentistry (4)

**Programmer III** (\$15,820 — 18,620 — 21,410)  
Business Information Systems (5)

**Librarian III** (\$15,900 — 19,000)  
Centre for Industrial Relations (2)

**Chief Administrative Officer** (\$25,000 — 35,000)  
Medicine (6)



THE ERINDALE ARTS AND CRAFT EXHIBITION, held July 1 — 2 at the College, attracted hundreds of interested spectators. Here, two of the craftspeople involved in the exhibition, John Hagan and Christina Mohacsy, set up their display.

PH D ORALS

**Monday, July 25**  
Michael Oluyomi, Department of Mechanical Engineering, "Generalisation of Energy Criteria for Structural Optimisation by the Finite Element Method." Thesis supervisor: Prof. B. Tabarrok. Room 309, 63 St. George St., 10 a.m.

Richard Kardish, Department of Clinical Biochemistry, "Effect of Pregnancy and Role of Progesterone Metabolites in the Regulation of the Activity of Enzymes Bound to the Hepatic Endoplasmic Reticulum." Thesis supervisor: Prof. G. Feuer. Room 309, 63 St. George St., 2 p.m.

**Tuesday, July 26**  
Robert Gordon Sheath, Department of Botany, "Floriadean Starch Metabolism and Structural Transformations of Plastids in the

Rhodophyta." Thesis supervisor: Prof. J.A. Hellebust. Room 309, 63 St. George St., 2 p.m.

Philippe Martin Teillet, Department of Astronomy, "Differential Rotation and Meridional Circulation in Stellar Atmospheres." Thesis supervisor: Prof. M.J. Clement. Room 307, 63 St. George St., 2 p.m.

Moses Olumyiwa Awogbade, Department of Anthropology, "Ecology Cattle-Rearing and Form of Organization Among the Fulani Pastoralists of B/P State, Nigeria." Thesis supervisor: Prof. T. McFeat. Room 111, 63 St. George St., 2 p.m.

**Wednesday, July 27**  
Murray Shaune Lawton, Depart-

ment of Educational Theory, "The Development of Analytic-Integrative Cognitive Styles in Young Children." Thesis supervisor: Prof. W. Fowler. Room 111, 63 St. George St., 2 p.m.

**Wednesday, August 3**  
Morton Frazer Roseman, Department of Electrical Engineering, "A Variable Format Gamma Ray Camera." Thesis supervisor: Prof. M.L.G. Joy. Room 309, 63 St. George St., 2 p.m.

**Monday, August 22**  
Gerald Kaiser, Department of Mathematics, "Phase-Space Approach to Relativistic Quantum Mechanics." Thesis supervisor: Prof. L. Rosen. Room 309, 63 St. George St., 10 a.m.

| Male/female salary adjustment grid (see story, page 1)             |                                    |                               |         |         |
|--|------------------------------------|-------------------------------|---------|---------|
| Occupation Group   | Female Employees Compa-ratio Range | Range for Anomaly Adjustments |         |         |
|  |                                    | Minimum                       | Average | Maximum |
| Administrative Assistant 3<br>Salary Group 05B<br>(Old AA 2 — O5B) | 85 — 91                            | \$ 100                        | \$ 300  | \$ 500  |
|  | 92 — 109                           | 700                           | 900     | 1,100   |
|  | 110 — 115*                         | 0                             | 100     | 300     |
| Laboratory Technician 3<br>(Budget staff only)                     | 85 — 94                            | 300                           | 500     | 700     |
|  | 95 — 98                            | 700                           | 900     | 1,100   |
|  | 99 — 109*                          | 800                           | 1,000   | 1,200   |
| Laboratory Technician 4<br>(Budget staff)                          | 85 — 94                            | 0                             | 200     | 400     |
|  | 95 — 97                            | 700                           | 900     | 1,100   |
|  | 98 — 109*                          | 1,100                         | 1,300   | 1,500   |
| Laboratory Technician 4<br>(Grant staff)                           | 85 — 90                            | 200                           | 400     | 600     |
|  | 91 — 93                            | 500                           | 700     | 900     |
|  | 94 — 109*                          | 1,100                         | 1,300   | 1,500   |

\*Female employees whose salaries are already high in the range may receive a portion of the adjustment which will not raise the employee's salary above the maximum of the range.

**Scientist sought for N.W.T.**

The Science Advisory Board of the Northwest Territories Council is seeking a scientist, preferably with experience in the north, who can organize an office in Yellowknife and guide the board's programs. The starting salary is up to \$26,000 per annum. Anyone interested should phone Dr. O. Solandt at 978-7339.

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## BOOKS

### Tracing the origins of social realism in the French-Canadian novel

**Social Realism in the French-Canadian Novel**

**Ben-Zion Shek**  
Harvest House

In the last two or three years, there has been a proliferation of translations of French-Canadian novels into English; on the other hand, critical works in English on the literature of Quebec are still sadly lacking. *Social Realism in the French-Canadian Novel* by Professor Ben-Zion Shek of the U of T's Department of French therefore comes as a boon to those anglophones who do not have a reading knowledge of French.

The aim of the book is "to trace the origins or evolution of social realism in the French-Canadian novel by examining the salient works and contrasting the approaches of their authors, and gauging the relationships between the fictional universes and the ambient society, its values and ideologies", certainly no mean task.

The work is divided into four

parts: the first is devoted to the background, the second is entitled "The Working Class Family, the Depression and the War", the third, "The White Collar Worker" and the fourth, "Opposition and Revolt". The order of the book follows the chronological order of the novels and the author demonstrates that revolt against social injustice, rather vaguely expressed at first and limited to a few characters, grew to collective action in the literature of the 1960s and was finally translated into anti-social acts and crimes in the works of writers such as Jasmin, Ferron, Renaud. Professor Shek shows convincingly that during the period on which he concentrates, 1944 (the year of Lemelin's first novel, *Au Pied De La Pente Douce*) to 1969, the Quebec novel has depicted the social reality of the province.

The first chapter, on the economic, social and political background, is one of the highlights. The author has managed to present in an interesting fashion an impressive array of statistics. In comparison, the chapter on the

literary background seems rather pale. Other highly successful sections are those on *Bonheur d'occasion*, *Alexandre Chenevert* and the novels of Lemelin. The author has obviously lived with those works and made them his flesh and blood. They are studied in depth, the techniques examined in detail. Professor Shek even manages to bring new insight into novels on which so much has already been written.

The fourth part of the book, however, is disappointing. Doubtless, this is largely due to the very broad meaning Professor Shek gives to the words "social realism". He states in his introduction: "Even works the structure of which contained substantial elements of fantasy or dream were not unrelated to the social arena in which the writers lived and created". Obviously then, almost any novel must reflect to some degree the social reality. In the final chapters, the author can do no more than skim over a large number of works and the analysis becomes very superficial. The conclusion, too, barely three pages long, might

have been a little more meaty.

One might quarrel with some aspects of Professor Shek's style. I found the frequent switching from the present to the past for no apparent reason and the disregard for the sequence of tenses particularly aggravating.

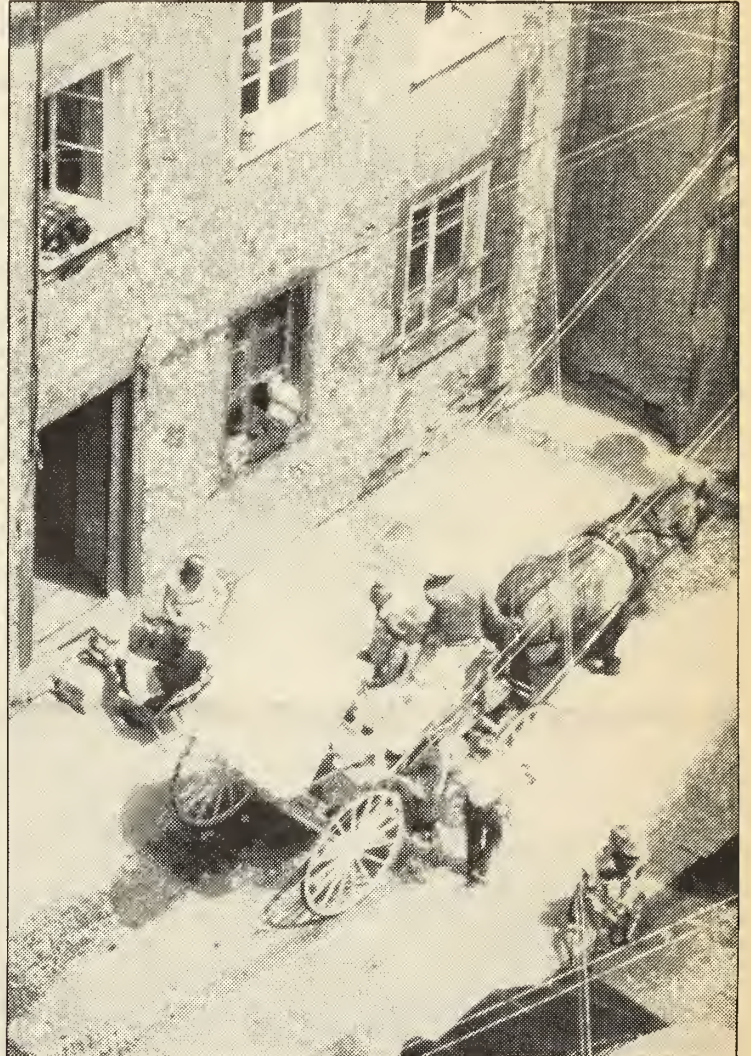
In order to avoid notes at the bottom of the page, the author has devised a complicated system of reference which may be economical, but makes the readers' life

difficult.

But these are, after all, minor points. Professor Shek's book is scholarly, well documented, informative and well structured. *Social Realism in the French-Canadian Novel* is an impressive work, and important addition to literary criticism on the Quebec novel.

**Prof. Paulette Collet**  
Department of French  
St. Michael's College

**AU PIED DE LA PENTE DOUCE:** street scene from Quebec of the forties.



**AN ILLUSTRATION FROM *Les Plouffe*, one of the novels discussed in Prof. Shek's book.**



### The sociology of crime and deviance

**The Disreputable Pleasures: Crime and Deviance in Canada**

**John Hagan**  
McGraw Hill

The study of crime and other forms of deviance has experienced a major change in the past two decades. Researchers have moved from asking questions such as "Why do people do bad things?" to questions such as "Why does this thing have the quality of being bad based on the social reaction to it?" This more sociological approach has produced new conceptions of the phenomena of crime and deviance, emphasizing the relative nature of it and raising questions about the extent to

which the definition of deviance and reaction to it are based on consensus or conflict (power differentials). Research now focuses on the social reactors in interaction with those defined as disreputable, and there are important debates about the ideological nature of the reaction and explanations, academic and otherwise, used to account for it.

John Hagan has written the first comprehensive Canadian textbook on these questions. His book is particularly important because he brings together for the first time in one source Canadian material that informs these questions, integrating it with theory and research developed elsewhere. This provides the Canadian stud-

ent with data relevant to his own experience, thereby assisting him in understanding the more general principles and issues involved in a way that existing texts are unable to do.

This book deserves a wide audience. It will interest those who engage in "disreputable pleasures" and want to understand both what they are doing and what others are doing to them; those who do not have such pleasures and wish to discover what they are missing; and, most of all, students of criminology, who get their pleasure simply by studying it.

**Prof. Richard V. Ericson**  
Centre of Criminology

### Torture report disturbing

**Torture in Greece: The First Torturers' Trial 1975**  
Amnesty International Publications

Torture, like rape, is one of those basic violations of the human person where prosecution is rare, conviction rarer yet, and punishment ludicrously incommensurate with the crime. Amnesty International's report on the 1975 trial of some of those who imposed a torture system on Greece during the rule of the Colonels is written with the major assistance of Jonathan Caplan, a London lawyer. The report is brief, factual, and disturbing.

The trial of the torturers in Greece is important because it is one of the rare cases in which the regular and systematic use of torture as a deliberate political policy has been brought to trial and publicly exposed. Torture is in fact a part of the police system of many governments, yet it is only in Greece — and to a lesser degree in Portugal — that the system and its practitioners have been exposed before the public procedures of a court of justice. The Amnesty International report points out that "there have been torture trials in Venezuela, Egypt, and the U.S.S.R. but these have all dealt with specific cases of brutality rather than with officials respon-

sible for state systems of torture" (p. 62).

The report is disturbing. It makes very clear that in spite of the universal public condemnation of torture it is very difficult indeed to bring the torturers and the system of torture before a judicial tribunal. It is equally difficult to win even some small redress and compensation for the permanently damaged victims of this horror. The trial in Greece is a good step in the right direction. The writer of the report is disturbed, however, by (1) how many of the torturers appear not to have been brought to trial, (2) how frequently the trials that took place ended in acquittals, suspended or commutable sentences, (3) how many of the sentences were substantially reduced on appeal. (4) In addition, the government passed a law in January 1976 fixing a time limit on the period during which victims could bring the civil suits that would initiate prosecutions. (5) No implementing law has been incorporated in the Greek Penal Code to make torture a specific offence under domestic criminal law. Finally, (6) little has been done to afford redress and compensation to the many victims of torture.

**Prof. David Savan**  
Department of Philosophy



# SESQUI U EVENTS

## FRIDAY JULY 22

**Jane Coop**, piano; **Fujiko Imajishi**, violin; **Audrey King**, cello. Walter Hall, Edward Johnson Building. 8 p.m. Tickets \$1.50. (CBC program — Conservatory)

## SUNDAY 24

**Carillon recital** (Fifth of 12) Heather Spry, University carillonneur. 7.30 p.m.

## TUESDAY 26

**Quiet Pub.** Light meals. Terrace, Hart House Quadrangle. Every Tuesday to the end of August from 4.30 to 11.30 p.m.

**Short Turn**, folk-pop-rock. Hart House Quadrangle. 8.30 to 11.30 p.m.

## WEDNESDAY 27

**Harvey Kogen Quartet**, jazz. Hart House Quadrangle. 12 noon to 2 p.m.

**Don Wilson and Peter McAllister**, guitars (Fourth of six Innis College lunch-time concerts) Innis College Town Hall. 12.45 p.m.

**Cheeks' Disco Pub.** Hart House. Every Wednesday and Thursday to the end of August from 7.30 p.m. to 1 a.m.

## THURSDAY 28

**Barbecue at Erindale** with folk-singer **Paul Kentner**. Patio outside North Building. (If weather inclement North Cafeteria) 12 noon to 2 p.m.

**City Waits**, baroque music. Hart House Quadrangle. 12 noon to 2 p.m.

**Maple Sugar**, group of fiddlers, banjo pickers, folksingers and square-dance callers. Museum garden, ROM. (If weather inclement Armour Court) 7 p.m.

## FRIDAY 29

**Camerata**. MacMillan Theatre, Edward Johnson Building. 8 p.m. Tickets \$1.50. (CBC program — Conservatory)

## SUNDAY 31

**Carillon recital** (Sixth of 12) Richard D. Gegner, carillonneur, Mariemont, Ohio. 7.30 p.m.

## TUESDAY AUGUST 2

**Daniel Domb**, cello; **Sheila Henig**, piano. All-Grieg program. Walter Hall, Edward Johnson Building. 8 p.m. Tickets \$1.50. (CBC program — Conservatory)

**Stan Rogers and Friends**, folk-maritime. Hart House Quadrangle. 8.30 to 11.30 p.m.

## WEDNESDAY 3

**Jack Grunsky Duo**, folk. Hart House Quadrangle. 12 noon to 2 p.m.

**Eileen Fawcett**, flute; **Rita Greer**, clarinet; **Brenda Adams**, bassoon. (Fifth of six Innis College lunch-time concerts) Innis College Town Hall. 12.45 p.m.

**Mary Simmons**, soprano, accompanied by Gordon Kushner, piano. *Die Winterreise*, Schubert. Walter Hall, Edward Johnson Building. 8 p.m. (Conservatory)

## THURSDAY 4

**Barbecue at Erindale** with **Jo Sargeant-Marj Hames Duo**. Patio outside North Building. (If weather inclement North Cafeteria) 12 noon to 2 p.m.

**City Waits**, baroque music. Hart House Quadrangle. 12 noon to 2 p.m.

**John Allen Cameron**. Museum garden, ROM. (If weather inclement Armour Court) 7 p.m.

**Chamber music concert**, under direction Eugene Kash, by students of Conservatory summer school. Walter Hall, Edward Johnson Building. 8 p.m.

**June Rilett**, soprano; **Weldon Kilbourne**, piano. Music Room, Hart House. 8.30 p.m.

## SUNDAY 7

**Carillon recital** (Seventh of 12)

Heather Spry, University carillonneur. 7.30 p.m.

## MONDAY 8

**Nicholas Walker**, piano. North American debut recital. Walter Hall, Edward Johnson Building. 8 p.m. (Conservatory)

## TUESDAY 9

**Marianna Rozenfeld**, piano; **Jascha Milkis**, violin. Walter Hall, Edward Johnson Building. 8 p.m. (Conservatory)

## WEDNESDAY 10

**David Paul**, pop. Hart House Quadrangle. 12 noon to 2 p.m.

**Dorothy Deval**, piano (Last of six Innis College lunch-time concerts) Innis College Town Hall. 12.45 p.m.

## THURSDAY 11

**Barbecue at Erindale** with singer **Sharon Hampson**. Patio outside North Building. (If weather inclement North Cafeteria) 12 noon to 2 p.m.

**Klaas Vangraff**, **Sharon Hampson** and **The Travellers**, music of the West. Museum garden, ROM. (If weather inclement Armour Court) 7 p.m.

**Margot Rydall** and **Peg Rannem**, music for two flutes. Walter Hall, Edward Johnson Building. 8 p.m. (Conservatory)

## SUNDAY 14

**Carillon recital** (Eighth of 12) Richard M. Watson, carillonneur and director of Cast Bell Carillon and Chime Division Verdin Company, Cincinnati. 7.30 p.m.

## THURSDAY 18

**Stringband**. Museum garden, ROM. (If weather inclement Armour Court) 7 p.m.

## SUNDAY 21

**Carillon recital** (Ninth of 12) Heather Spry, University carillonneur. 7.30 p.m.

## TUESDAY 23

**University of Essex** (Meeting) B.T. Watts, catering and accommodation officer, University of Essex, will hold meeting to discuss conference and holiday facilities available within British universities with particular reference to his university. OISE, 252 Bloor St. W.

## Metals conference here August 15 — 19

About 25 internationally known experts will give invited talks or participate in panel discussions at the International Conference on the Physics of Transition Metals to be held at UofT Aug. 15-19. During the conference, 150 contributed papers will also be presented.

The conference, at which some of the latest developments concerning ferromagnetism, surface properties and superconductivity of transition metals will be discussed, is expected to attract more than 300 participants from Canada, the United States, Europe, the Soviet Union, and Japan.

Among the invited speakers will be three Canadian physicists, Dr. Seymour Vosko and Dr. Allan Griffin, both of the Department of Physics, and Dr. Tom Holden of Atomic Energy of Canada Ltd., Chalk River, Ont.



**CAMPUS TOURS GUIDES** Diana Janosik-Wronski (left) and Deni Gerson (right) consult a campus map during a break from their duties. A summer visitors' service, campus tours leave from the Map Room of Hart House weekdays at 10.30, 12.30 and 2.30.

## Speakers' list available

A U of T speakers' list is being compiled by the public relations office of Information Services. Questionnaires have been distributed to most departments, but the response has been slow. If you wish to be included on the speakers' list for 1977-78, please telephone Mary King at 978-2021.

## Personnel/Payroll Systems

A project group has recently been established to review all aspects of the University's personnel/payroll system. This system is a service that affects every staff member, department, faculty and division throughout the University, and the project group is most anxious to receive the widest possible input from the University community. Comments and suggestions regarding the personnel/payroll system are therefore invited from any University staff member and should be directed to:

Project Development Group — Staff Systems  
4th Floor, Room 402  
215 Huron Street  
University of Toronto

It is hoped that staff members will take this opportunity to contribute their suggestions so that this major undertaking will result in both improved service and efficiency to the benefit of everyone.

In addition, during the latter part of August, divisional and departmental viewpoints will be solicited by means of a questionnaire dealing with such specific items as budgets, forms, payroll distribution, procedures and general University information needs.

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